



**DEPARTMENT OF THE ARMY**  
HEADQUARTERS, US ARMY ARMOR CENTER AND FORT KNOX  
50 3RD AVENUE, SUITE 116  
FORT KNOX, KENTUCKY 40121-5230

REPLY TO  
ATTENTION OF:

Expires 9 February 2008

IMSE-KNX-EEO (690-12a)

9 February 2006

MEMORANDUM FOR

Commanders, All Units Reporting Directly to This Headquarters  
Directors and Chiefs, Staff Offices/Departments, This Headquarters

SUBJECT: Fort Knox Policy Memo No. 10-06 – Prevention of Discrimination and Harassment (EEO)

1. References:

- a. AR 690-12, Equal Employment Opportunity and Affirmative Action, 4 March 1988.
- b. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.
- c. Equal Employment Opportunity Commission (EEOC) Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors, Numbers 915.002, 18 June 1999.

2. Discrimination or harassment based on sex, race, color, religion, national origin, age, disability, or protected activity, will not be tolerated. This applies to everyone at Fort Knox, whether supervisor, coworker, contractor, or others. Any incidents of harassment should be promptly reported through your supervisory chain-of-command or to the Equal Employment Opportunity (EEO) office if you are a civilian employee, or to the Equal Opportunity office (EO), if military. Contract employees should report incidents of harassment to their employer or contact the EEO office for information.

3. Commanders and leaders will ensure that their workforce is trained to ensure that all personnel are aware that prohibited forms of harassment and discrimination are against the law and will not be tolerated. Through their leadership and participation in training, commanders, directors, and managers will demonstrate that harassment and discrimination will not be tolerated.

4. All complaints will be investigated promptly, thoroughly, and impartially. Allegations of discrimination or harassment will be treated confidentially and shared only with those who need to know about them. Immediate and appropriate corrective action will be taken when it is


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determined that harassment has occurred. You will be protected from any adverse treatment, because you report harassment or provide information related to such a complaint.

5. The EEO complaint procedures are described on the EEO poster on employee bulletin boards. Information is also available from the Fort Knox EEO Office, phone 624-2545. Information on the EO complaint procedure is available through the Installation EO office, phone 624-3510.

6. A copy of this correspondence will be posted on bulletin boards until superseded.



ROBERT M. WILLIAMS  
Major General, USA  
Commanding

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